



United States Department of Agriculture  
Foreign Agricultural Service  
Washington, D.C.  
April 14, 2015

### **Civil Rights and Diversity Policy Statement**

The Foreign Agricultural Service (FAS) is fully committed to the U.S. Department of Agriculture's civil rights and equal opportunity goals in all programs and services, regardless of race, color, religion, national origin, age, sex (including gender identity and expression), sexual orientation, disability, veteran status, marital or familial status, political beliefs, parental status, receipt of public assistance, genetic information, or retaliation for participating in equal employment opportunity activity.

As the Administrator of FAS, I make it my priority to support Civil Rights, Equal Employment Opportunity (EEO), Diversity and Inclusion, Alternative Dispute Resolution (ADR), and the Secretary's Cultural Transformation initiatives. I steadfastly acknowledge that FAS's most valuable asset is its diverse and multi-talented workforce. All employees must work together to reflect our commitment to ensuring equal opportunity and equal access. We have zero tolerance for any form of harassment, discrimination, and reprisal. FAS staff will be held accountable for their conduct and performance as public servants.

Additionally, FAS is committed to the use of ADR as a tool for all employees to resolve areas of miscommunication, concern and dispute. ADR provides parties the opportunity to clear up misunderstandings at an early stage, find areas of agreement; and, incorporate those areas of agreement into a final resolution.

Any employee who believes that their rights have been violated is encouraged to contact the FAS Office of Civil Rights, Room 4069-South Building, Phone: (202) 720-7233, or TTY: (202) 720-1228, within 45 (forty-five) calendar days of the alleged discriminatory event to begin the complaint process.

**Phil Karsting**  
  
Administrator